

Present Occupation: Arbitrator, Mediator, Fact-Finder

First Business Address:

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Second Business Address:

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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
American Arbitration Association
Industrial Relations Research Association

EDUCATION:

BS A&S University of Toledo, 1950

CERTIFICATIONS:

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1974-Present: Arbitrator, Mediator, Fact-Finder. Arbitrate cases in both public and private sector (see industries and issues below) for FMCS, AAA and State of Ohio (SERB), Michigan (MERC) and Florida (PERC). 1972 to 1991, Served as Executive Director of the Toledo Labor-Management-Citizens Committee (LMC) settling or mediating grievance for small companies and their unions in Northwest Ohio and Southeast Michigan. Adjunct instructor at University of Toledo in labor-management relations in colleges of Law and Education. 1960 to 1972, Director, City of Toledo, Ohio.

INDUSTRIES:

Aerospace; aluminum; automotive; bakery; beverage; brewery; cement; chemicals; coal; construction; dairy; education; electronics; food; foundry; furniture; glass/pottery; grain mill; healthcare; hotels/motels/casinos/resorts; hospitals/nursing home; iron; machinery; maritime; meat packing; metal fabrication; mining; office workers/clerical; organizations; packaging; petroleum/petrochemicals; plastics; police and fire; pulp and paper; restaurants; rubber/tire; steel; textile; transportation; trucking and storage; utilities; warehousing.

ISSUES:

Affirmative Action; Absenteeism; Arbitrability; Bargaining unit work; Conduct (off duty/personal); Demotion; Discipline (non-discharge); Discipline (discharge); Discrimination; Age; Race; Sex; Drug/alcohol offenses; Holidays; Insurance; vacation; Grievance mediation; Job performance; Job posting/bidding; Jurisdictional dispute; Layoffs/bumping/recall; Management rights; Past practices; Pension and welfare plans; Promotion; Safety/health conditions; Seniority; Sexual harassment; Subcontracting/contracting out; Union security; Cost-of-living pay; Holiday pay; Job classification & rates; overtime pay; vacation pay; work hours/schedules/assignments.

PERMANENT PANELS:

Dayton Power & Light/UWUA, AK Steel/AEIF, General Dynamics/UAW, Oxford/UAW.